

Monthly employee jobs: New insights on wages and salaries growth

How employee jobs can help explain wages and salaries growth

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[Monthly Employee Earnings Indicator, December 2025 \(/statistics/labour/earnings-and-working-conditions/monthly-employee-e-earnings-indicator/dec-2025\)](#)

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The February 2026 release of the Monthly Employee Earnings Indicator (MEEI) includes a new employee jobs measure. This measure adds useful context to the interpretation of monthly wages and salaries growth.

This article explains what an employee job is and how it is derived. It also provides some examples on the combined use of employee jobs with wages and salaries.

Total wages and salaries and employee jobs



Employee job definition

An employee job is defined in the ABS Labour Statistics Concepts, Sources and Methods [glossary](https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/labour-statistics-concepts-sources-and-methods/2023/glossary) (<https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/labour-statistics-concepts-sources-and-methods/2023/glossary>) as a job for which the occupant receives remuneration in wages or salary from an employer.

In the MEEI, an employee job is derived in a reference month, when wages and salaries are paid to an employee (or salary is sacrificed to superannuation).

The presence of termination payments in the reference period are excluded from the derivation an employee job.

An employee job is conceptually similar to the filled jobs measure (for employees only) reported in the ABS Labour Account. This concept, along with other employment measures used across ABS releases, are explained further in the [Industry employment guide](https://www.abs.gov.au/statistics/understanding-statistics/guide-labour-statistics/industry-employment-guide) (<https://www.abs.gov.au/statistics/understanding-statistics/guide-labour-statistics/industry-employment-guide>).

Employee jobs insights

The number of employees paid is a key compositional driver of wages and salaries growth. Considering changes in employee jobs alongside wages and salaries, over the same period, can provide improved insights into both short and long-term growth.

Several insights are demonstrated in the following examples.

Seasonal jobs driving wage falls

Like wages and salaries, employee jobs are presented as an original series only, as seasonally adjusted and trend estimates are not yet available. However, seasonal fluctuations in employee jobs can still provide new insights into the seasonal change in wages and salaries.

Employee jobs data show that the slight seasonal falls in wages and salaries around school and university term breaks or holiday periods are often driven by fewer employee jobs.

This pattern is observed in several industries, however is most pronounced in the Education and training industry.

Education and training, month change



Periodic payments

Without the context provided by employee jobs, periodic peaks in wages and salaries in industries such as Mining could be misread as short-term growth.

However, the limited change in employee jobs and the regularity of these payments suggest the influence of cyclical bonuses.

Mining, month change (a)



a) The leap year day in 2024 alters the seasonal change usually seen in wages and salaries, in February and March 2024. For more information see the leap year effect section within [Factors affecting interpretation \(/methodologies/monthly-employee-earnings-indicator-methodology/dec-2025#factors-affecting-interpretation\)](#).

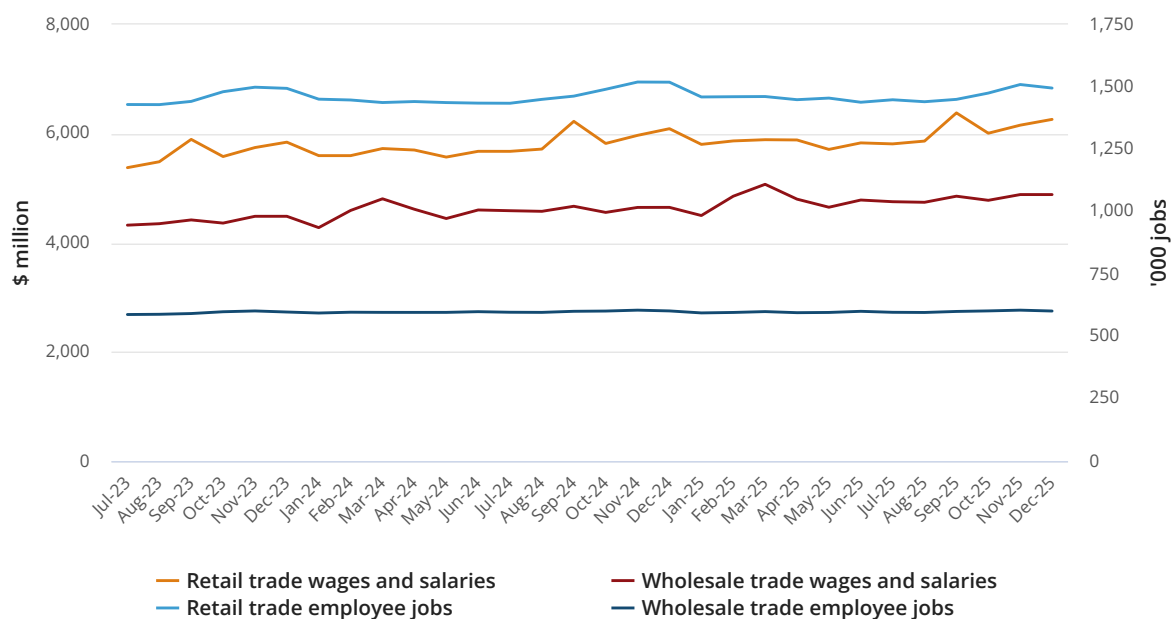
Average monthly wages and salaries

Additional insight can be achieved by directly comparing wages and salaries with employee jobs through the calculation of average monthly wages and salaries per employee job.

This comparison is especially useful across industries where similar volumes of wages and salaries are paid, but the number of employees differs.

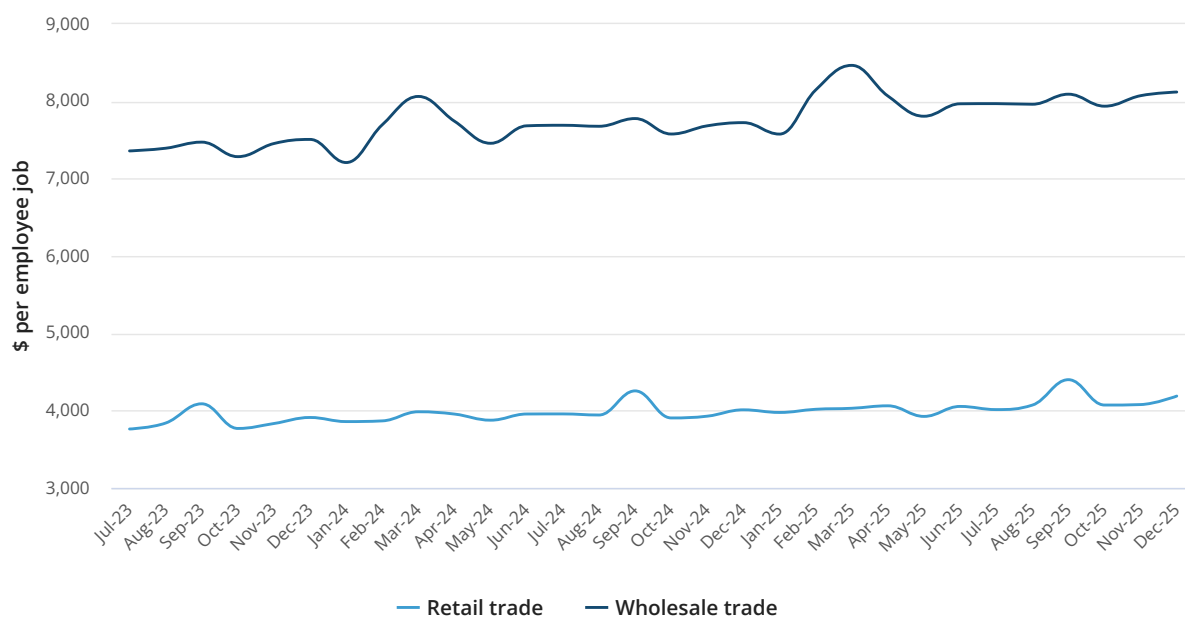
Closely related industries such as Retail trade and Wholesale trade illustrate this pattern, where Retail trade consistently reports higher monthly wages and salaries and a greater number of employee jobs than Wholesale trade.

Total wages and salaries and employee jobs, Retail and Wholesale trade



However, the Wholesale trade industry has significantly higher average monthly wages and salaries than Retail trade, largely due to differences in labour demand and skill requirements.

Average monthly wages and salaries per employee job, Retail and Wholesale trade



Factors affecting interpretation

There are factors that influence the interpretation of movements in employee jobs that differ from those affecting wages and

salaries paid:

- Wages and salaries may include irregular or one-off payments that can be reported through STP in a different period to when they were earned (such as back pay). This can result in an employee job being counted in a period in which the employee did not work or may no longer be an employee of that employer, contributing to greater volatility in movements in employee jobs.
- Toward the end of the financial year, payroll reconciliation activities may lead to additional employee jobs being derived as businesses finalise payments, even where only small or residual payments are made.
- An employee may hold multiple jobs with different employers and is therefore counted separately for each job with each employer and in each period in which wages or salaries are paid.

Coherence with other ABS releases

Estimates of monthly total wages and salaries paid by employers and employee jobs in the MEEI provide complementary insights to other ABS labour market statistics. Differences between concepts, sources, scope and methodology of labour market statistics produced by the ABS can affect interpretation when comparing estimates for similar time periods.

Aside from differences which affect the components of wages and salaries and employee jobs equally, the following may impact comparisons of employee jobs more specifically when compared to other labour market measures:

- Monthly changes in the composition of wages and salaries may vary the short-term growth in employee jobs, such as the presence of periodic or one-off payments, or the absence of wages and salaries for employees who have temporarily been stood down without pay.
- Monthly changes in the composition of employment arrangements are obscured within the employee jobs measure, such as relative proportions of employment status (full time, part time, casual).
- MEEI counts each employee job with respect to an individual business, hence includes all jobs reported for people who are paid for more than one job (i.e. multiple job holders). While this is similar to the Labour Account filled jobs measure (which also includes self-employed persons), it differs from the Labour Force Survey which only counts each person's main job in the employee and employed persons measures.
- Cash in hand payments are not captured through STP and therefore are not used to derive employee jobs in MEEI, however these payments and jobs can be included in other ABS measures.

The [Employment section](https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/labour-statistics-concepts-sources-and-methods/2023/concepts-and-sources/employment) (<https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/labour-statistics-concepts-sources-and-methods/2023/concepts-and-sources/employment>) and [Jobs section](https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/labour-statistics-concepts-sources-and-methods/2023/concepts-and-sources/jobs) (<https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/labour-statistics-concepts-sources-and-methods/2023/concepts-and-sources/jobs>) of the Labour Statistics Concepts, Source and Methods explains the various concepts of employment and jobs and how employee jobs relate to these concepts.

Future plans

The STP dataset is a rich and complex administrative data source, based on reporting from around 800,000 businesses. The ABS continues to build its understanding of the dataset and how best to produce statistics from it, with ongoing methodological enhancements. Accordingly, the MEEI estimates are currently considered experimental.

The new employee jobs measure is currently available for a limited time series and output levels:

- Reference periods - July 2023 to December 2025.
- State and territory, industry division, employment size group and sector, without cross classification.
- Level estimate, month and annual change.

Expanded outputs will be prioritised to service emerging user interest, as resourcing permits. The ABS welcomes user feedback to assist in output prioritisation via labour.statistics@abs.gov.au (<mailto:labour.statistics@abs.gov.au>).

More information

For more information on the MEEI or labour statistics more broadly, see:

- [Monthly Employee Earnings Indicator, Methodology](#) ([/methodologies/monthly-employee-earnings-indicator-methodology/dec-2025](#)): Provides more detailed explanation of the methods and processes used to compile the release.
- [Guide to labour statistics](#) (<https://www.abs.gov.au/statistics/understanding-statistics/guide-labour-statistics>): Provides

summary information on a range of labour market measures available from the ABS.

- [Labour Statistics: Concepts, Sources and Methods \(https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/labour-statistics-concepts-sources-and-methods/latest-release\)](https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/labour-statistics-concepts-sources-and-methods/latest-release): Contains a comprehensive description of the concepts and definitions underpinning labour statistics and the data sources and methods used to compile them.
- [Labour statistics recent and upcoming developments \(https://www.abs.gov.au/statistics/understanding-statistics/guide-labour-statistics/labour-statistics-recent-and-upcoming-developments\)](https://www.abs.gov.au/statistics/understanding-statistics/guide-labour-statistics/labour-statistics-recent-and-upcoming-developments): Contains an overview of recent and upcoming developments in ABS labour statistics.